



You serve the community. We serve you.

- 4x4 schedule that promotes work-life balance
- Supportive and diverse work environment
- Training and career development opportunities
- Emphasis on officer safety

\$20,000

LATERAL SIGNING BONUS

\$10,000

ENTRY-LEVEL SIGNING BONUS



Building trust through public service.

We're not your average department. Our Officers are equipped with the advanced resources, training, and technology, like drones as first responders, a real-time information center, and electric patrol vehicles, to do their job better and stay safe while protecting Fremont's diverse community.

Whether you're looking for a career where you can make a difference or you're a seasoned officer with a growing passion for policing, becoming an Officer at Fremont Police Department opens the door to numerous career advancement opportunities.

ASSIGNMENTS AND TEAMS

As a Fremont Police Officer, you will have the opportunity to apply for various teams, coupled with extensive training.

- Crime Scene Investigations
- Drones as First Responders Program
- Field Training Officer
- Hostage Negotiation Team
- Investigations
- K-9 Unit
- Major Crime Task Force
- Mobile Evaluation Team
- Patrol
- S.W.A.T.
- School Resource Officer
- Special Investigative Unit
- Crime Reduction Unit
- Tactical Emergency Medicine
- Traffic Motor Unit
- And more ...

MINIMUM QUALIFICATIONS

- Legally authorized to work in the United States under federal law
- High school graduate or equivalent
- 20.5 years of age at time of filing and 21 years of age at time of appointment
- Possession of a Class C California driver's license at the time of appointment with a satisfactory driving record

LATERAL REQUIREMENTS

In addition to the minimum requirements above, laterals must also meet the following requirements:

- Currently employed as a police officer or deputy sheriff by a California law enforcement agency
- Successful completion of a POST-approved field training or jail training program

BREAK OUT OF THE 9-5 MOLD

- **4x4 schedule** (4 days on and 4 days off) allows for work-life balance
- 11 hours per shift
- 1-hour paid on-duty workout
- 50-minute paid lunch

PROBATIONARY PERIOD

- **Entry-level and academy graduates:** 24 months from date of hire
- **Laterals:** 18 months from date of hire

COMPENSATION

Officer annual base: \$130,773.81 – \$158,991.83

- Academy recruit salary: \$9,907.11 monthly
- Signing bonus:
 - Lateral: \$20,000 (\$5,000 at time of hire, \$5,000 after FTO, and \$10,000 after successful completion of probation)
 - Entry-level: \$10,000 (\$5,000 at time of hire, \$5,000 after successful completion of probation)
- Paid vacation
- Holiday pay: 112 hours annually
- Up to 7.5% educational pay
- Bilingual and longevity incentive pay
- Collect from the GI Bill® (a registered trademark of the U.S. Department of Veterans Affairs [VA]), including BAH, during the first 24 months
- Overtime opportunities
- And more ...



APPLY TODAY

[HTTP://WWW.FREMONTPOLICE.GOV/HIRING](http://www.fremontpolice.gov/hiring)

Fremont **Police Department**



RECRUITMENT PROCESS

STEP 1 **APPLY AND WRITTEN EXAM** *(waived for laterals)*

New applicants are required to submit results for either of the two written tests below (must be within one year of the application date).

- NTN Law Enforcement Exam: Minimum passing score of 65% for video, 70% for reading, and 70% for writing.
- POST Entry-Level Law Enforcement Test Battery: Minimum passing score of 49.

Academy graduates may skip the written test as long as they attach an Intensive California Basic POST Academy certificate dated within one year of date of application OR have been formerly employed as a police officer or deputy sheriff by a California law enforcement agency within one year of date of application.

Applications without the necessary attachments/proof of employment will not be considered. Submit your online application at <http://www.fremontpolice.gov/hiring>.

STEP 2 **PERSONAL HISTORY QUESTIONNAIRE (PHQ)**

STEP 3 **ORAL BOARD INTERVIEW** *(waived for laterals)*

STEP 4 **MANAGEMENT PANEL**

STEP 5 **PHYSICAL AGILITY TEST (PAT)** *(waived for academy graduates and laterals)*

We accept WSTB results (must be within one year of application date and meet the passing score of 320). We do not require the 1.5-mile-run portion of the WSTB.

STEP 6 **POLYGRAPH**

STEP 7 **BACKGROUND**

STEP 8 **EXECUTIVE PANEL INTERVIEW**

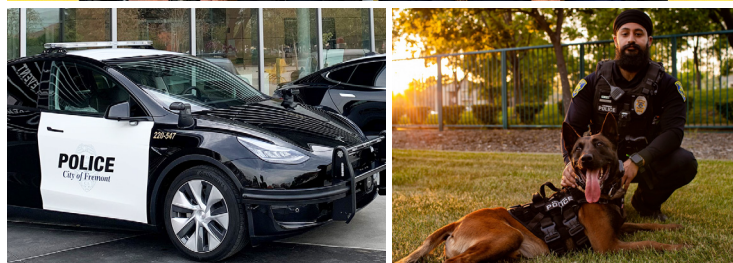
STEP 9 **PRE-EMPLOYMENT MEDICAL EXAM AND A PSYCHOLOGICAL EVALUATION**

STEP 10 **FINAL OFFER**

Human Resources will make every reasonable effort in the examination process to accommodate persons with disabilities. Please advise HR of any special needs with a minimum of 5 days in advance of the selection process by calling (510) 494-4660. The City of Fremont is an equal opportunity employer.

LET'S TALK BENEFITS

- CalPERS Retirement Plan: PEPR member 2.7% at 57; Classic Member 3% at 55
- \$2,600 monthly City contribution toward medical and dental; vision provided through FPA
- \$1,750 annual uniform allowance (\$500 for first year)
- \$50K city-paid life insurance
- Up to \$580/month taxable cash for money not used toward medical benefits
- On-site gym with treadmills, bikes, free weights, locker rooms, and personal trainer
- Outdoor basketball court and fitness area
- Dry cleaning services and towel service



Want to learn more?

Email us: fpdrecruiting@fremont.gov

Call or text us: (510) 404-8934

Send us an interest card: <http://bit.ly/3zKtl6N>

Follow us on: @FremontPDRecruitment

@FremontPDjobs

@FremontPD



Our community supports us. We support you. Join us at Fremont Police Department.

APPLY TODAY

[HTTP://WWW.FREMONTPOLICE.GOV/HIRING](http://WWW.FREMONTPOLICE.GOV/HIRING)

Fremont **Police Department**

